DMDC

Information and Technology for Better Decision Making

2011 Workplace and Equal Opportunity Survey of Reserve Members

Overview Report

DMDC *Information and Technology for Better Decision Making*
Human Resources Strategic Assessment Program (HRSAP)

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2011 Workplace and Equal Opportunity Survey of Reserve Component Members

Introduction

The Department of Defense (DoD) continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Reserve components. This overview report discusses findings from the *2011 Workplace and Equal Opportunity Survey of Reserve Component Members (2011 WEOR)*, a source of information for evaluating and assessing the race/ethnicity-relations environment in the Reserves. The *2011 WEOR* is the second Reserve component survey on race/ethnicity-relations issues mandated by Title 10 U.S.C. 481(a)(2)(B) (the first Reserve component survey was administered in 2007).

This overview report and accompanying briefing provide information on the prevalence rates of racial/ethnic harassment and discrimination; and personnel policies, practices, and training related to racial/ethnic harassment and discrimination. The *2011 WEOR* was fielded from December 2011 to April 2012.[1] Completed surveys were received from 15,641 eligible respondents. The overall weighted response rate was 25%.

This overview report provides results of the 2011 survey for Reserve component members.[2] Significant differences between racial/ethnic groups, components, and paygrades are provided where applicable. Trend comparisons between 2007 and 2011 at the Total DoD level are also provided.[3] When a result is annotated as higher or lower than another result, the reader should understand that to be a statistically significant difference at the .05 level of significance.

Executive Top-Line Results.

- Overall, 8% of Reserve component members indicated they experienced racial/ethnic *Harassment/Discrimination* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment and/or discrimination (2 percentage points higher than 2007).[4]

- Overall, 6% of Reserve component members indicated experiencing *Harassment* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment (3 percentage points higher than 2007).

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[1] Data for U.S. Coast Guard Reserve were collected between May and June 2012 but are not included in this Overview Report.
[2] Additional details and breakouts are provided in the briefing and tabulation volume (DMDC 2012b).
[3] Where a survey item is new/modified in 2011, no trend is possible and this is indicated.
[4] *Providers/Authorities Discrimination* was new on the *2011 WEOR* and trends should be interpreted with caution.

- Overall, 3% of Reserve component members indicated experiencing *Discrimination* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (unchanged from 2007).[5]

- The majority (90%) of Reserve component members indicated they received training on racial/ethnic issues in the 12 months prior to taking the survey.

  – 82% indicated their training was *moderately* to *very effective* in actually reducing/ preventing behaviors.

- The majority of Reserve component members indicated *hate crimes* (94% - unchanged from 2007), *racist/extremist organizations or individuals* (91% - 2 percentage points higher than 2007), and *gangs* (91% - 3 percentage points higher than 2007) were *not at all a problem* at their installation/ship.

- More than half of Reserve component members indicated *hate crimes* (71% - 3 percentage points higher than 2007), *racist/extremist organizations or individuals* (68% - unchanged from 2007), and *gangs* (59% - 5 percentage points higher than 2007) were *not at all a problem* in the local community around where they live.

Survey Methodology

Statistical Sample Design. DMDC conducts cross-component surveys that provide the DoD with fast, accurate assessments of attitudes and opinions of the entire DoD community using standard scientific methods. Specifically, DMDC's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).[6] There is frequent confusion as to how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix A contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including DMDC. The survey methodology used on the equal opportunity surveys has remained consistent across time, which allows for comparisons across survey years.

The survey administration process for the *2011 WEOR* began on December 29, 2011, with the opening of the survey online and announcement emails sent to sample members. Announcement letters were mailed out on January 27, 2012 to sample members. The announcement letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web. Data were collected between December 29 and April 16, 2012.

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[5] *Providers/Authorities Discrimination* was new on the *2011 WEOR* and trends should be interpreted with caution.

[6] AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). DMDC has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

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Single-stage, nonproportional stratified random sampling procedures[7] were used for the *2011 WEOR*. The target population for the *2011 WEOR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;[8] Title 10 and Title 32), or Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), who had at least six months[9] of service at the time the questionnaire was first fielded and were below flag rank. The total DoD sample consisted of 76,333 individuals drawn from the sample frame constructed from DMDC's *Reserve Component Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) they were not in a Reserve component as of the first day of the survey, December 29, 2011 (0.62% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q61 and Q64) were received from 15,641 eligible DoD respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 25%.[10]

Data were weighted using an industry standard process.[11] This form of weighting reduces bias and produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The process of weighting consists of the following steps:

- Adjustment for selection probability—Probability samples such as the sample for this survey are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.

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[7] In stratified random sampling, all members of a population are categorized into homogeneous groups. For the *2011 WEOR*, groups are delineated by race/ethnicity, Reserve Component, and paygrade grouping (e.g., one group would be Black, U.S. Army National Guard and E1-E4). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

[8] Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

[9] The population frame was developed in June 2011 and the survey fielded in December 2011.

[10] There has been concern that a 25% weighted response rate cannot give accurate results. Ultimately, the accuracy of a survey is most dependent on whether the sample used is randomly drawn and representative of the population it is studying. DMDC uses state of the art scientific statistical techniques to draw conclusions from random, representative samples of the Reserve component population to ensure accuracy of estimations to the full Reserve component population. As the characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. Response rates under 30% are common in military surveys.

[11] Details on survey methodology are reported in DMDC (2012a).

- Adjustments for nonresponse—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the response rate. In this example, the base weight (10) is multiplied by the reciprocal of the response rate (2) to create a new weight of 20. The weighted sample of respondents sums to the subgroup population total of 10,000.

- Adjustment to known population values—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to reduce bias and increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women, which would give unbiased estimates of the total and of women and men in the subgroup.

Presentation of Results. Each finding in the *2011 WEOR* is presented in graphical or tabular form along with its associated margin of error. The margin of error represents the precision and accuracy of the estimate and the confidence interval coincides with how confident one is that the interval contains the true population value being estimated. For example, if 55% of individuals selected an answer and the margin of error was ±3 you would conclude, based on the sample, that the "true" value being estimated is between 52% and 58%. Because the results of comparisons are based on a weighted, representative sample, the reader can infer that the results generalize to the National Guard and Reserve components and are within an acceptable margin of error. The annotation "NR" used throughout all survey reports indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.3). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification.

Statistical Comparisons. Only statistically significant group comparisons are discussed in this overview report. Comparisons are generally made along a single dimension (e.g., race) at a time. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. When comparing results across survey years (e.g., 2011 compared to 2007), statistical tests for differences between means are used. All comparisons are made at the .05 level of significance.

Reporting Groups. Survey results are reported by race/ethnicity, Reserve component, and paygrade. Consistent with OMB's race/ethnicity reporting requirements, *2011 WEOR* results are reported at the

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most disaggregated level possible while preserving the reliability and confidentiality of data. Respondents are classified into seven mutually exclusive racial/ethnic reporting categories consistent with requirements of the Office of Management and Budget (Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 1997).

- White: persons marking only White and not reporting being Hispanic

- Black: persons marking only Black or African American and not reporting being Hispanic

- Hispanic: persons marking they are Spanish/Hispanic/Latino, regardless of how they answered the item on race

- Asian: persons marking only Asian and not reporting being Hispanic

- AIAN (American Indian/Alaska Native): persons marking only American Indian or Alaska Native and not reporting being Hispanic

- NHPI (Native Hawaiian/Pacific Islander): persons marking only Native Hawaiian or other Pacific Islander and not reporting being Hispanic

- Two or More Races: persons marking two or more of the races (White, Black, Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander) and not reporting being Hispanic

The Reserve component categories include ARNG, USAR, USNR, USMCR, ANG, and USAFR.

The paygrade categories include junior enlisted (E1-E4), senior enlisted (E5-E9), junior officers (O1-O3), and senior officers (O4-O6).

## Measures of Racial/Ethnic Harassment/Discrimination

The measures for racial/ethnic harassment/discrimination were initially developed for the *1996 Equal Opportunity Survey* (*1996 EOS*). The *1996 EOS* provided estimates of racial/ethnic-related harassment and discrimination experienced by active duty military personnel and included items that tapped a limited set of antecedents and outcomes of such experiences. Survey questions for the *1996 EOS* were developed in consultation with subject-matter experts and officials in the area of equal opportunity–including those in the federal, private, public, and military sectors; from an analysis of relevant literature–including reports and policy statements; from individual interviews with officials from organizations representing minority-group members in the military; and were adapted from existing military surveys (Elig et al., 1997).

Items from the *1996 EOS* were modified in 2005 from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995), a behavioral measure of sexual harassment, to reflect racial/ethnic-related harassment and discrimination. The SEQ was included in the 1995 Form B and subsequent gender and workplace relations surveys. Following item generation, the items were refined through an iterative process of pretesting and modification. A series of focus groups were conducted for these purposes and the items, particularly those pertaining to racial/ethnic-related harassment and discrimination, were pretested to ensure that they were realistic, tapped a range of racial/ethnic experiences, and were understood by respondents. A total of 305 military personnel

from all five Services participated in more than 30 focus groups at nine installations located throughout the United States (Elig et al., 1997). The focus groups typically contained between seven to twelve members who were of the same racial/ethnic group and organizational level (e.g., Black officers) and group leaders who were from the same racial/ethnic group as the members. Following each focus group, modifications were made to the survey and tested in subsequent focus groups (Ormerod, Bergman, Palmieri, Drasgow, Juraska, 2001).

The ability to calculate annual incident rates is a distinguishing feature of this survey. This report includes rates of *Harassment* and *Discrimination* in the DoD community experienced during the past 12 months.

Figure 1.
2011 Measures of Race/Ethnicity-Related Behaviors
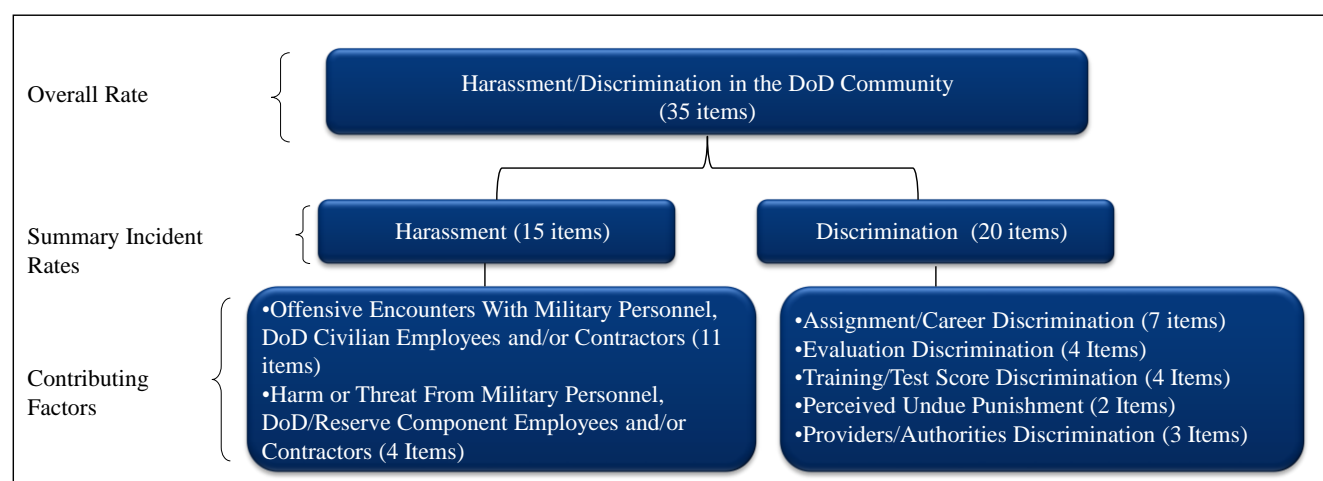
As depicted in Figure 1, *Harassment/Discrimination* in the DoD Community is an overall rate comprising 35 prohibited behaviors. The overall rate is divided into two summary rates, *Harassment* and *Discrimination*. Generally speaking, and from a policy perspective, harassment behaviors occur on a more interpersonal level whereas discrimination behaviors are more institutional.

The *Harassment* rate is an index of the degree to which members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian/contractor.[12] *Harassment* measures the extent to which interpersonal workplace relationships are interrupted by the creation of unpleasant or hostile situations by uninvited and unwelcome verbal or physical conduct based on a person's race/ethnicity. *Harassment* is made up of two contributing factors, *Offensive Encounters* and *Harm or Threat*.

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[12] To be included in the rate for *Harassment*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related harassment.

- *Offensive Encounters* measures situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused members discomfort or was insulting.

- *Harm or Threat* measures perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.

The *Discrimination* rate is an index of the degree to which members indicated they experienced race/ethnicity-related discrimination from another military member or a DoD civilian/contractor.[13] *Discrimination* measures the extent to which, in an institutional setting, differential treatment is experienced that disadvantages someone's professional career and is based on their racial/ethnic group. *Discrimination* is made up of five contributing factors, *Assignment/Career Discrimination*, *Evaluation Discrimination*, *Training/Test Score Discrimination*, *Perceived Undue Punishment*, and *Providers/Authorities Discrimination*.

- *Assignment/Career Discrimination* reflects the extent to which members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

- *Evaluation Discrimination* reflects members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.

- *Training/Test Score Discrimination* reflects the extent to which members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

- *Perceived Undue Punishment* reflects members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

- *Providers/Authorities Discrimination* reflects members' perceptions that race/ethnicity influenced the quality of their interactions with military service providers and authorities.

To be included in the summary rates (*Harassment* and *Discrimination*), two conditions were required: 1) members had to indicate they experienced at least one of the racial/ethnic behaviors comprising the rate and 2) members had to label the behavior as racial/ethnic harassment or discrimination.

With the exception of one subscale, the same subscales were used to create the contributing factors and overall experience rates for 2007 and 2011. *Providers/Authorities Discrimination*, as a subscale of *Discrimination*, was new in 2011. As such, interpretation of trends for measurements of discrimination should be interpreted with caution.[14] In addition, in 2007 members were also asked if
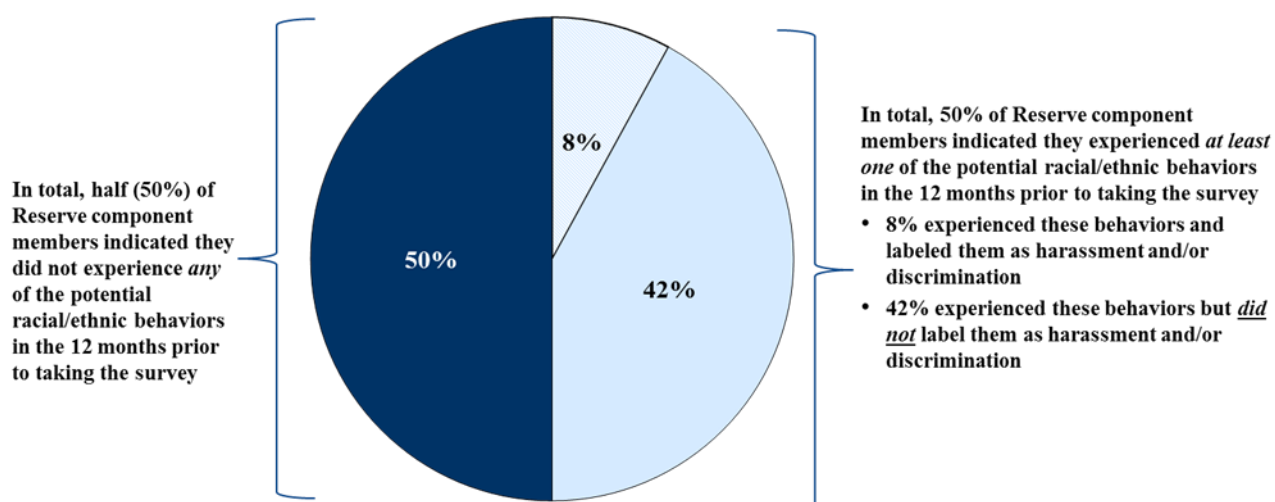
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[13] To be included in the rate for *Discrimination*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related discrimination.

[14] DoD wanted to ensure the rates of Discrimination and Harassment reflect current policy and guidelines within the Department. Therefore, the 2011 rate includes this new subscale, *Providers/Authorities Discrimination*, in order to best reflect the experiences of members and the policies on racial/ethnic harassment/discrimination. DMDC conducted analyses both with this subscale included and without it included, to determine if its inclusion impacted significant differences between 2007 and 2011 trending and found minimal impact. This is reviewed in greater detail in Appendix A.

behaviors experienced were racial/ethnic harassment or discrimination whereas in 2011, they were asked two separate labeling questions, further delineating harassment and discrimination. The two labeling questions used in 2011 were: 1) did they consider any of the behaviors comprising *Offensive Encounters* or *Harm or Threat* to be racial/ethnic harassment, and 2) did they consider any of the behaviors comprising *Assignment/Career Discrimination*, *Evaluation Discrimination*, *Training/Test Score Discrimination*, *Perceived Undue Punishment*, and *Providers/Authorities Discrimination* to be racial/ethnic discrimination. To construct trends, incident rates are constructed for 2007 using 2011 methodology (i.e., delineating these two labeling items); therefore 2007 rates will not match the 2007 report exactly.

One Situation of Racial/Ethnic Experiences. Reserve component members who indicated that they experienced *at least one* of the 35 potential racial/ethnic behaviors were asked to provide details for the "one situation" that bothered them the most. To be included in these items, *members did not have to label experienced behaviors as "harassment" or "discrimination"* as is the case to be included in the formal summary rates described above. As all 35 of the race/ethnicity-related behaviors should not happen in the military environment, are against DoD policy, and are reportable to DoD authorities, experiences of these behaviors, regardless of the member's ability to formally label them as harassment or discrimination, are of great interest to the Department. Information from this section helps to identify areas for potential corrective actions and helps to answer questions such as where the experience occurred; who the offenders were; whether the incident was reported and, if so, to whom; negative outcomes of reporting; and the most frequently selected reasons for not reporting. Figure 2 provides a breakdown of membership into the formal rates of *Discrimination* and/or *Harassment* (i.e., 8% of Reserve component members) as well as membership into the section for the One Situation of Racial/Ethnic Experiences (i.e., 50% of Reserve component members).

Figure 2.
2011 One Situation of Racial/Ethnic Experiences

In total, half (50%) of Reserve component members indicated they did not experience *any* of the potential racial/ethnic behaviors in the 12 months prior to taking the survey

In total, 50% of Reserve component members indicated they experienced *at least one* of the potential racial/ethnic behaviors in the 12 months prior to taking the survey
- 8% experienced these behaviors and labeled them as harassment and/or discrimination
- 42% experienced these behaviors but <u>did not</u> label them as harassment and/or discrimination

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Survey Results

Racial/Ethnic Experiences. This section reviews the rates of racial/ethnic harassment and/or discrimination in the 12 months prior to members taking the survey. As previously reviewed, to be included in these rates, members must have indicated experiencing one of racial/ethnic-related behaviors *and* must have labeled the behaviors as harassment and/or discrimination.

Racial/Ethnic Harassment/ Discrimination in the DoD Community	
2007	**2011**[15]
DoD: 6%	DoD: 8%

- Overall, 8% of Reserve component members indicated they experienced racial/ethnic *Harassment/Discrimination* in the DoD community in the 12-months prior to taking the survey and labeled these behaviors as harassment and/or discrimination (2 percentage points higher than 2007).[15]

  - Significant differences between racial/ethnic groups:

    o Black, Two or More Races, Asian, and Hispanic members were more likely to indicate experiencing *Harassment/Discrimination*, whereas White members were less likely.

  - Significant differences between components:

    o USAR members were more likely to indicate experiencing *Harassment/Discrimination*, whereas ANG and USAFR members were less likely.

  - There were no significant differences between paygrades.

- Overall, 6% of Reserve component members indicated experiencing *Harassment* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment (3 percentage points higher than 2007).

  - Significant differences between racial/ethnic groups:

    o Two or More Races, Black, Asian, and Hispanic members were more likely to indicate experiencing *Harassment*, whereas White members were less likely.

  - Significant differences between components:

    o USAR members were more likely to indicate experiencing *Harassment*, whereas USAFR and ANG members were less likely.

  - Significant differences between paygrades:

    o Senior officers were less likely to indicate experiencing *Harassment*.

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[15] *Providers/Authorities Discrimination* was new on the *2011 WEOR* and trends should be interpreted with caution.

- 6% of Reserve component members indicated experiencing *Offensive Encounters*, a subscale of *Harassment*, in the DoD community in the 12 months prior to taking the survey and labeled the behaviors as harassment (3 percentage points higher than 2007).

  – Significant differences between racial/ethnic groups:

    ○ Two or More Races, Black, Asian, and Hispanic members were more likely to indicate experiencing *Offensive Encounters*, whereas White members were less likely.

  – Significant differences between components:

    ○ USAR members were more likely to indicate experiencing *Offensive Encounters*, whereas USAFR and ANG members were less likely.

  – Significant differences between paygrades:

    ○ Senior officers were less likely to indicate experiencing *Offensive Encounters*.

- 2% of Reserve component members indicated experiencing *Harm or Threat,* a subscale of *Harassment*, in the DoD community in the 12 months prior to taking the survey and labeled the behaviors as harassment (unchanged from 2007).

  – Significant differences between racial/ethnic groups:

    ○ Black and Asian members were more likely to indicate experiencing *Harm or Threat*, whereas White members were less likely.

  – There were no significant differences between components or paygrades.

- Overall, 3% of Reserve component members indicated experiencing *Discrimination* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (unchanged from 2007).[16]

  – Significant differences between racial/ethnic groups:

    ○ Black members were more likely to indicate experiencing *Discrimination*, whereas White members were less likely.

  – Significant differences between components:

    ○ USAR members were more likely to indicate experiencing *Discrimination*, whereas ANG were less likely.

  – There were no significant differences between paygrades.

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[16] *Providers/Authorities Discrimination* was new on the *2011 WEOR* and trends should be interpreted with caution.

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- 2% of Reserve component members indicated experiencing *Assignment/Career Discrimination,* a subscale of *Discrimination*, in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (2 percentage points lower than 2007).

  – Significant differences between racial/ethnic groups:

    ○ Black members were more likely to indicate experiencing *Assignment/Career Discrimination*, whereas White members were less likely.

  – There were no significant differences between components or paygrades.

- 2% of Reserve component members indicated experiencing *Evaluation Discrimination,* a subscale of *Discrimination*, in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (unchanged from 2007).

  – Significant differences between racial/ethnic groups:

    ○ Black members were more likely to indicate experiencing *Evaluation Discrimination*, whereas White members were less likely.

  – There were no significant differences between components or paygrades.

- 1% of Reserve component members indicated experiencing *Training/Test Scores Discrimination,* a subscale of *Discrimination*, in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (unchanged from 2007).

  – Significant differences between racial/ethnic groups:

    ○ Black members were more likely to indicate experiencing *Training/Test Scores Discrimination*, whereas White members were less likely.

  – There were no significant differences between components or paygrades.

- 1% of Reserve component members indicated experiencing *Perceived Undue Punishment,* a subscale of *Discrimination*, in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (unchanged from 2007).

  – There were no significant differences between racial/ethnic groups, components, or paygrades.

- 1% of Reserve component members indicated experiencing *Providers/Authorities Discrimination,* a subscale of *Discrimination*, in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (new in 2011).

  – There were no significant differences between racial/ethnic groups, components, or paygrades.

One Situation of Racial/Ethnic Experiences. As described in Figure 2, 50% of Reserve component members indicated experiencing *at least one* of the potential racial/ethnic behaviors in the 12 months prior to taking the survey, but did not necessarily label the behavior as harassment or discrimination. Of the 50% of members who indicated experiencing potential race/ethnicity-related behaviors,[17] the circumstances of their experience that had the greatest effect were as follows:

- 48% of Reserve component members indicated the behaviors in the one situation that bothered them the most occurred *once* (12 percentage points lower than 2007), 39% indicated behaviors occurred *occasionally* (9 percentage points higher than 2007), and 14% indicated behaviors occurred *frequently* (4 percentage points higher than 2007).

  – There were no significant differences between racial/ethnic groups, components, or paygrades.

- 46% of Reserve component members indicated the situation lasted *less than one week* (14 percentage points lower than 2007), 6% indicated *one week to less than one month* (unchanged from 2007), 7% indicated *one month to less than three months* (unchanged from 2007), 8% indicated *three months to less than six months* (3 percentage points higher than 2007), and 32% indicated *six months or more* (8 percentage points higher than 2007).

  – Significant differences between racial/ethnic groups:

    ○ Asian members were more likely to indicate the one situation that bothered them most lasted *less than 1 week*.

  – Significant differences between components:

    ○ USAFR members were more likely to indicate the one situation that bothered them most lasted *6 months or more*.

  – Significant differences between paygrades:

    ○ Junior enlisted members were more likely to indicate the one situation that bothered them most lasted *less than 1 week*.
    ○ Senior officers were more likely to indicate the one situation that bothered them most lasted *6 months or more*.

- 64% of Reserve component members indicated the situation occurred *at a military installation* (11 percentage points higher than 2007), 19% indicated *some behaviors occurred at a military installation and some did not* (4 percentage points higher than 2007), and 17% indicated *not at a military installation* (15 percentage points lower than 2007).

  – Significant differences between racial/ethnic groups:

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[17] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

- White members were more likely to indicate the behaviors occurred *at a military installation*.
- Asian members were more likely to indicate *some behaviors occurred at a military installation*.

  – Significant differences between components:

  - USAFR and ANG members were more likely to indicate the behaviors occurred *at a military installation*.

  – There were no significant differences between paygrades.

- Overall, the majority of Reserve component members (83% - 15 percentage points higher than 2007) indicated at least some of the behaviors occurred *at a military installation*.

  – There were no significant differences between racial/ethnic groups, components, or paygrades.

- About two-thirds of Reserve component members indicated the one situation occurred *at their military work* (66% - 7 percentage points lower than 2007) and/or *during duty hours* (67% - 10 percentage points lower than 2007), while 22% indicated *while they were deployed* (new in 2011), 20% indicated *in a military work environment where members of their racial/ethnic background are uncommon* (7 percentage points lower than 2007), and 14% indicated *at a military non-work location* (9 percentage points lower than 2007).

  – Significant differences between racial/ethnic groups:

  - Two or More Races members were more likely to indicate the situation occurred *during duty hours*.
  - Asian, Black, and Hispanic members were more likely to indicate the situation occurred *in a military work environment where members of their racial/ethnic background are uncommon*.
  - Asian members were more likely to indicate the situation occurred *at a military non-work location*.

  – Significant differences between components:

  - USAFR members were more likely to indicate the situation occurred *during duty hours*.
  - ARNG members were more likely to indicate the situation occurred *while they were deployed*.

  – Significant differences between paygrades:

  - Senior officers were more likely to indicate the situation occurred *during duty hours*.
  - Senior officers were more likely to indicate the situation occurred *at their military work*.

- 86% of Reserve component members indicated the offender(s) was *military only*, 12% indicated the offender(s) was *both military and civilian/contractor*, and 2% indicated the offender(s) was *civilian/contractor only* (all unchanged from 2007).

    – Significant differences between components:

        ○ USNR and ARNG were more likely to indicate the offender(s) was *military only*.
        ○ USAFR members were more likely to indicate offender(s) was *both military and civilian/contractor.*

    – Significant differences between paygrades:

        ○ Junior enlisted members were more likely to indicate the offender(s) was *military only*.

    – There were no significant differences between racial/ethnic groups.

- In response to the most bothersome situation, 61% of Reserve component members *tried to ignore the behavior* (unchanged from 2007), 46% *tried to avoid the person(s) who bothered them* (4 percentage points lower than 2007), 31% *told the person(s) to stop* (6 percentage points lower than 2007), 30% *thought about getting out of their National Guard/Reserve component* (7 percentage points higher than 2007), 21% *asked someone else to speak to the person(s) for them* (3 percentage points lower than 2007), 12% *requested a transfer* (4 percentage points higher than 2007), 5% *settled it themself physically* (unchanged from 2007), and 4% *called a hotline for advice/information (not to file a report)* (unchanged from 2007).

    – Significant differences between racial/ethnic groups:

        ○ Asian members were more likely to indicate *trying to ignore the behavior*, whereas White members were less likely.
        ○ Two or More Races members were more likely to indicate *trying to avoid the person(s) who bothered them*, whereas White members were less likely.
        ○ Black members were more likely to indicate *telling the person(s) to stop*, whereas White members were less likely.
        ○ Two or More Races members were more likely to indicate *thinking about getting out of their component*.
        ○ Black members were more likely to indicate *asking someone else to speak to the person(s) for them*, whereas White members were less likely.
        ○ Asian members were more likely to indicate *settling it themself physically*, whereas White members were less likely.

    – Significant differences between components:

        ○ ARNG members were more likely to indicate *trying to ignore the behavior*.
        ○ ANG were less likely to indicate *telling the person(s) to stop*.
        ○ USNR members were less likely to indicate *thinking about getting out of their component*.
        ○ ANG and USNR members were less likely to indicate *requesting a transfer*.
        ○ ANG were less likely to indicate *settling it themself physically*.

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–   There were no significant differences between paygrades.

Reporting. Of the 50% of Reserve component members who indicated experiencing potential race/ethnicity-related behaviors,[18] 31% reported the situation to any National Guard/Reserve/DoD/DHS individual or organization (unchanged from 2007).

–   Significant differences between racial/ethnic groups:

○   Black members were more likely to indicate reporting the situation, whereas Asian members were less likely.

–   There were no significant differences between components or paygrades.

•   26% of Reserve component members reported to someone in their chain of command (unchanged from 2007), 19% reported to someone in the chain of command of the offender (unchanged from 2007), 9% reported to another person or office with responsibility for follow-up (2 percentage points lower than 2007), and 6% reported to a special military office responsible for handling these kinds of reports (unchanged from 2007).

–   Significant differences between racial/ethnic groups:

○   Asian members were less likely to indicate reporting to *someone in their chain of command*.
○   Asian members were less likely to indicate reporting to *someone in the chain of command of the person who did it*.
○   Black members were more likely to indicate reporting to *another person or office with responsibility for follow-up*, whereas White members were less likely.
○   Black and Hispanic members were more likely to indicate reporting to a *special military office responsible for handling these kinds of reports*, whereas White members were less likely.

–   There were no significant differences between components or paygrades.

Of the 31% of Reserve component members who reported the situation to any National Guard/Reserve/DoD/DHS individual or organization, the circumstances of their experience that had the greatest effect were as follows:

•   The majority indicated they reported the situation *to prevent it from happening again* (84%) and to *prevent it from happening to someone else* (83%), whereas about a quarter of members indicated *another reason* (25%) and *to punish the person* (20%). This item was new in 2011.

–   Significant differences between racial/ethnic groups:

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[18] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

- ○ Hispanic and Black members were more likely to indicate reporting *to prevent it from happening again*, whereas White members were less likely.

  – Significant differences between components:

  - ○ USAFR members were less likely to indicate reporting *to punish the person*.

  – There were no significant differences between paygrades.

- Overall, about a third of Reserve component members who reported the incident were satisfied with the *treatment by personnel handling their report* (38%), the *availability of information about how to follow-up on a report* (37%), the *degree to which their privacy was/is being protected* (35%), the *reporting process overall* (32%), with *how well they were/are kept informed about the progress of their report* (31%), and with *the amount of time it took/is taking to resolve their report* (30%) — all unchanged from 2007.

  – Significant differences between racial/ethnic groups:

  - ○ Black members were more likely to indicate satisfaction with *the reporting process overall*; whereas Two or More Races members were more likely to indicate dissatisfaction *with the reporting process overall*.
  - ○ Black members were more likely to indicate satisfaction with *treatment by personnel handling their report*.
  - ○ Black members were more likely to indicate satisfaction with the *availability of information about how to follow-up on a report*.
  - ○ Black members were more likely to indicate satisfaction with the *degree to which their privacy was/is being protected*.
  - ○ Black members were more likely to indicate satisfaction with *how well they were/are kept informed about the progress of their report*.
  - ○ Black members were more likely to indicate satisfaction with *amount of time it took/is taking to resolve their report*.

  – There were no significant differences between components or paygrades.

- Of those Reserve component members who reported the incident, 15% (new in 2011) indicated they were *encouraged to withdraw their report*.

  – Significant differences between racial/ethnic groups:

  - ○ AIAN and White members were less likely to indicate they were *encouraged to withdraw their report*.

  – Significant differences between components:

  - ○ USNR members were less likely to indicate they were *encouraged to withdraw their report*.

  – There were no significant differences between paygrades.

- Of those Reserve component members who reported the incident, 39% (new in 2011) indicated they knew the *outcome of their report*.

  – Significant differences between racial/ethnic groups:

    ○ Asian members were less likely to indicate they knew the *outcome of their report*.

  – Significant differences between paygrades:

    ○ Junior officers were less likely to indicate they knew the *outcome of their report*.

  – There were no significant differences between components.

- Of the 39% who indicated they knew the outcome of their report, 56% indicated their report was found to be *true*, 8% indicated their report had *not been found true*, and 36% were *unable to determine whether report was true or not*. This item was new in 2011.

  – There were no significant differences between racial/ethnic groups, components, or paygrades.

- Of the 39% who indicated they knew the outcome of their report, 48% indicated they were *satisfied* with the outcome of reporting, whereas 21% indicated they were *dissatisfied*. This item was new in 2011.

  – Significant differences between paygrades:

    ○ Junior officers were more likely to indicate satisfaction with the outcome of reporting.

  – There were no significant differences between racial/ethnic groups or components.

- Of the 39% who indicated they knew the outcome of their report, 14% indicated *yes*, official action had been taken against one or more of the person(s) who bothered them; 60% indicated *no* official action had been taken against one or more of the person(s) who bothered them; and 26% of Reserve component members indicated they *don't know* if official action had been taken against one or more of the person(s) who bothered them. This item was new in 2011.

  – Significant differences between racial/ethnic groups:

    ○ Two or More Races members were more likely to indicate *no* official action was taken against one or more of the person(s) who bothered them.

  – There were no significant differences between components or paygrades.

- Of the 39% who indicated they knew the outcome of their report, 6% indicated *yes*, official action had been taken against the respondent; 87% indicated *no* official action had been taken against the respondent; and 8% indicated they *don't know* if official action had been taken against the respondent. This item was new in 2011.

- Significant differences between racial/ethnic groups:

  ○ Two or More Races members were more likely to indicate *no official action was taken against them*.

- Significant differences between paygrades:

  ○ Senior enlisted members were more likely to indicate *an official action was taken against them*.

- There were no significant differences between components.

- Of the 39% who indicated they knew the outcome of their report, 54% indicated the situation was *corrected*. This item was new in 2011.

  - Significant differences between components:

    ○ USNR members were more likely to indicate the situation was *corrected*.

  - Significant differences between paygrades:

    ○ Senior officers were less likely to indicate the situation was *corrected*.

  - There were no significant differences between racial/ethnic groups.

- Of the 50% of Reserve component members who indicated experiencing potential race/ethnicity-related behaviors,[19] 85% indicated *neither experiencing professional nor social retaliation* as a result of the situation, 5% indicated experiencing *professional retaliation only*, 5% indicated experiencing *both professional and social retaliation*, and 5% indicated experiencing *social retaliation only*. This item was new in 2011.

  - Significant differences between racial/ethnic groups:

    ○ Black members were more likely to indicate they experienced *both professional and social retaliation*.
    ○ White members were more likely to indicate they experienced *neither professional nor social retaliation*.

  - Significant differences between components:

    ○ USNR members were more likely to indicate they experienced *neither professional nor social retaliation*.

  - There were no significant differences between paygrades.

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[19] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

- Of the 69% of Reserve component members who did not report the one situation, the top five reasons indicated for not reporting were they *thought it was not important enough to report* (56% - unchanged from 2007), they *took care of the problem themself* (40% - unchanged from 2007), they *did not think anything would be done* (33% - 8 percentage points higher than 2007), they *thought it would make their work situation unpleasant* (30% - 5 percentage points higher than 2007), and they *thought they would be labeled a troublemaker* (25% - 4 percentage points higher than 2007).

    – Significant differences between racial/ethnic groups:

    o Hispanic members were more likely to indicate they *took care of the problem themselves* while Two or More Races members were less likely.
    o Two or More Races members were more likely to indicate *they thought it would make their work situation unpleasant*.
    o Black members were less likely to indicate they *thought they would be labeled a troublemaker.*

    – Significant differences between components:

    o USMCR and USNR members were less likely to indicate *they did not think anything would be done*.
    o USNR members were less likely to indicate *they thought it would make their work situation unpleasant*.
    o ARNG members were more likely to indicate they *thought they would be labeled a troublemaker*.
    o USNR members were less likely to indicate they *thought they would be labeled a troublemaker.*

    – Significant differences between paygrades:

    o Senior officers were more likely to indicate *they did not think anything would be done*.

Personnel Policy, Practices, and Training. Reserve component members were asked their perceptions of policies, practices, and training related to racial/ethnic harassment and discrimination:

- Nearly three-fourths of all Reserve component members indicated their *immediate supervisor* (72% - unchanged from 2007), the *senior leadership of their National Guard/Reserve component* (71% - 2 percentage points higher than 2007), and the *senior leadership of their installation/ship* (70% - 2 percentage points higher than 2007) *make honest efforts* to stop harassment and discrimination.

    – *Immediate Supervisor:*

    o Significant differences between racial/ethnic groups:

    ▪ White members were more likely to indicate their *immediate supervisor makes honest efforts* to stop harassment and discrimination.

- ▪ Black members were more likely to indicate their *immediate supervisor does not make honest efforts*.
- ▪ Asian and Black members were more likely to indicate they *do not know* if their *immediate supervisor makes honest efforts* to stop harassment and discrimination.

- ○ Significant differences between components:

  - ▪ ANG members were more likely to indicate their *immediate supervisor makes honest efforts* to stop harassment and discrimination.

- ○ Significant differences between paygrades:

  - ▪ Junior officers, senior officers, and senior enlisted members were more likely to indicate their *immediate supervisor makes honest efforts* to stop harassment and discrimination.
  - ▪ Junior enlisted members were more likely to indicate they *do not know* if their *immediate supervisor makes honest efforts* to stop harassment and discrimination.

- – *Senior Leadership of Their National Guard/Reserve Component*:

  - ○ Significant differences between racial/ethnic groups:

    - ▪ White members were more likely to indicate *senior leadership of their National Guard/Reserve component makes honest efforts* to stop harassment and discrimination.
    - ▪ Black and Hispanic members were more likely to indicate *senior leadership of their National Guard/Reserve component does not make honest efforts* to stop harassment and discrimination.
    - ▪ Asian and Black members were more likely to indicate they *do not know* if *senior leadership of their National Guard/Reserve component makes honest efforts* to stop harassment and discrimination.

  - ○ Significant differences between components:

    - ▪ ANG members were more likely to indicate *senior leadership of their National Guard/Reserve component makes honest efforts* to stop harassment and discrimination.
    - ▪ USAR members were more likely to indicate *senior leadership of their National Guard/Reserve component does not make honest efforts* to stop harassment and discrimination.

  - ○ Significant differences between paygrades:

    - ▪ Junior officers and senior officers were more likely to indicate *senior leadership of their National Guard/Reserve component makes honest efforts* to stop harassment and discrimination.

▪ Junior enlisted members were more likely to indicate they *do not know* if *senior leadership of their National Guard/Reserve component makes honest efforts* to stop harassment and discrimination.

– *Senior Leadership of Their Installation/Ship*:

○ Significant differences between racial/ethnic groups:

▪ White members were more likely to indicate *senior leadership of their installation/ship makes honest efforts* to stop harassment and discrimination.
▪ Black and Hispanic members were more likely to indicate *senior leadership of their installation/ship does not make honest efforts* to stop harassment and discrimination.
▪ Asian and Black members were more likely to indicate they *do not know* if *senior leadership of their installation/ship makes honest efforts* to stop harassment and discrimination.

○ Significant differences between components:

▪ ANG members were more likely to indicate *senior leadership of their installation/ship makes honest efforts* to stop harassment and discrimination.
▪ USAR members were more likely to indicate *senior leadership of their installation/ship does not make honest efforts* to stop harassment and discrimination.

○ Significant differences between paygrades:

▪ Junior officers, senior officers, and senior enlisted members were more likely to indicate *senior leadership of their installation/ship makes honest efforts* to stop harassment and discrimination.
▪ Junior enlisted members were more likely to indicate they *do not know* if *senior leadership of their installation/ship makes honest efforts* to stop harassment and discrimination.

• About three-fourths of Reserve component members (71% - 7 percentage points higher than 2007) indicated the *military* has paid the *right amount of attention* to racial/ethnic harassment/discrimination and the majority (89% - new in 2011) indicated their *immediate military supervisor* has paid the *right amount of attention* to racial/ethnic harassment/discrimination.

– *Military*:

○ Significant differences between racial/ethnic groups:

▪ NHPI members were more likely to indicate the *military* pays the *right amount of attention* to racial/ethnic harassment/discrimination.
▪ White members were more likely to indicate the *military* pays *too much attention* to racial/ethnic harassment/discrimination.
▪ Black, Asian, and Hispanic members were more likely to indicate the *military* pays *too little attention* to racial/ethnic harassment/discrimination.

○ Significant differences between components:

- USNR and USAFR members were more likely to indicate the *military* pays the *right amount of attention* to racial/ethnic harassment/discrimination.
- USMCR members were more likely to indicate the *military* pays *too much attention* to racial/ethnic harassment/discrimination.
- USAR members were more likely to indicate the *military* pays *too little attention* to racial/ethnic harassment/discrimination.

○ Significant differences between paygrades:

- Junior enlisted members were more likely to indicate the *military* pays the *right amount of attention* to racial/ethnic harassment/discrimination.
- Senior officers were more likely to indicate the *military* pays *too much attention* to racial/ethnic harassment/discrimination.

– *Immediate Military Supervisor*:

○ Significant differences between racial/ethnic groups:

- White members were more likely to indicate their *immediate military supervisor* pays the *right amount of attention* to racial/ethnic harassment/discrimination.
- Hispanic members were more likely to indicate their *immediate military supervisor* pays *too much attention* to racial/ethnic harassment/discrimination.
- Black, Asian, and Hispanic members were more likely to indicate their *immediate military supervisor* pays *too little attention* to racial/ethnic harassment/discrimination.

○ Significant differences between components:

- USAFR, ANG, and USNR members were more likely to indicate their *immediate military supervisor* pays the *right amount of attention* to racial/ethnic harassment/discrimination.
- USAR members were more likely to indicate their *immediate military supervisor* pays *too little attention* to racial/ethnic harassment/discrimination.

○ Significant differences between paygrades:

- Senior officers were more likely to indicate their *immediate military supervisor* pays the *right amount of attention* to racial/ethnic harassment/discrimination.

• The majority (90% - new in 2011) of members indicated having received training on racial/ethnic issues in the 12 months prior to taking the survey.

– Significant differences between racial/ethnic groups:

○ White members were more likely to indicate having received training on racial/ethnic issues.

- ○ Asian, Black, and Hispanic members were less likely to indicate having received training on racial/ethnic issues.

  – Significant differences between components:

  - ○ USNR members were more likely to indicate having received training on racial/ethnic issues.
  - ○ USAFR members were less likely to indicate having received training on racial/ethnic issues.

  – There were no significant differences between paygrades.

- Of those Reserve component members who received training, members most commonly agreed the training they received *teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military* (86%), *provides information about racial/ethnic harassment and discrimination policies* (85%), *identifies racial/ethnic behaviors that are offensive to others and should not be tolerated* (85%), and *provides a good understanding of what words/actions are considered racial/ethnic harassment/discrimination* (85%). This item was new in 2011.

  – Significant differences between racial/ethnic groups:

  - ○ NHPI members were more likely to indicate their training was helpful by *teaching racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military*.

  – Significant differences between components:

  - ○ ANG members were more likely to indicate their training was helpful by *teaching racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military*.
  - ○ ANG members were more likely to indicate their training was helpful by *identifying racial/ethnic behaviors that are offensive to others and should not be tolerated*.
  - ○ ANG members were more likely to indicate their training was helpful by *providing a good understanding of what words/actions are racial/ethnic harassment/discrimination*.

  – Significant differences between paygrades:

  - ○ Senior officers were more likely to indicate their training was helpful by *teaching racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military*.
  - ○ Senior officers were more likely to indicate their training was helpful by *providing information about racial/ethnic harassment and discrimination policies*.
  - ○ Senior officers were more likely to indicate their training was helpful by *identifying racial/ethnic behaviors that are offensive to others and should not be tolerated*.
  - ○ Senior officers were more likely to indicate their training was helpful by *providing a good understanding of what words/actions are racial/ethnic harassment/discrimination*.

- Of those Reserve component members who received training, 44% indicated their training was *very effective* in actually reducing/preventing behaviors, 38% indicated *moderately effective*, 13% indicated *slightly effective*, and 6% indicated *not at all effective*. This item was new in 2011.

  - Significant differences between racial/ethnic groups:

    ○ Hispanic and Black members were more likely to indicate their training was *very effective*.
    ○ Asian members were more likely to indicate their training was *moderately effective*.
    ○ White members were more likely to indicate their training was *slightly effective*.

  - Significant differences between components:

    ○ USNR members were more likely to indicate their training was *very effective*.

  - Significant differences between paygrades:

    ○ Junior enlisted members were more likely to indicate their training was *very effective*.
    ○ Senior officers were more likely to indicate their training was *moderately effective*.
    ○ Senior officers were more likely to indicate their training was *slightly effective*.

Racist Extremist Groups, Social Conditions, and Race Relation. Reserve component members were asked their perceptions of racist extremist groups, social conditions, and race relations in the nation and in the military:

- The majority of Reserve component members indicated *hate crimes* (94% - unchanged from 2007), *racist/extremist organizations or individuals* (91% - 2 percentage points higher than 2007), and *gangs* (91% - 3 percentage points higher than 2007) were *not at all a problem* <u>at their installation/ship</u>.

  - *Hate Crimes*:

    ○ Significant differences between racial/ethnic groups:

      ▪ White members were more likely to indicate *hate crimes* were *not at all a problem* at their installation/ship.

    ○ Significant differences between components:

      ▪ ANG members were more likely to indicate *hate crimes* were *not at all a problem* at their installation/ship.

    ○ There were no significant differences between paygrades.

  - *Racist/Extremist Organizations or Individuals:*

    ○ Significant differences between racial/ethnic groups:

- White members were more likely to indicate *extremist organizations or individuals* were *not at all a problem* at their installation/ship.

○ Significant differences between components:

- ANG members were more likely to indicate *extremist organizations or individuals* were *not at all a problem* at their installation/ship.

○ There were no significant differences between paygrades.

– *Gangs:*

○ Significant differences between racial/ethnic groups:

- White members were more likely to indicate *gangs* were *not at all a problem* at their installation/ship.

○ Significant differences between components:

- ANG members were more likely to indicate *gangs* were *not at all a problem* at their installation/ship.

○ There were no significant differences between paygrades.

- More than half of Reserve component members indicated *hate crimes* (71% - 3 percentage points higher than 2007), *racist/extremist organizations or individuals* (68% - unchanged from 2007), and *gangs* (59% - 5 percentage points higher than 2007) were *not at all a problem* <u>in the local community around where they live</u>.

– *Hate Crimes*:

○ Significant differences between racial/ethnic groups:

- Black members were more likely to indicate *hate crimes* were *not at all a problem* in the local community around where they live.
- Hispanic members were more likely to indicate *hate crimes* were a *problem to a large extent* in the local community around where they live.

○ Significant differences between components:

- ARNG members were more likely to indicate *hate crimes* were *not at all a problem* in the local community around where they live.

○ There were no significant differences between paygrades.

– *Racist/Extremist Organizations or Individuals:*

○ Significant differences between racial/ethnic groups:

- ▪ NHPI members were more likely to indicate *racist/extremist organizations or individuals* were *not at all a problem* in the local community around where they live.

  ○ Significant differences between components:

  - ▪ ARNG members were more likely to indicate *racist/extremist organizations or individuals* were *not at all a problem* in the local community around where they live.

  ○ There were no significant differences between paygrades.

- – *Gangs:*

  ○ Significant differences between racial/ethnic groups:

  - ▪ Hispanic members indicated *gangs were a problem to a large extent* in the local community around where they live.

  ○ Significant differences between components:

  - ▪ ARNG members were more likely to indicate *gangs* were *not at all a problem* in the local community around where they live.

  ○ Significant differences between paygrades:

  - ▪ Junior enlisted members were more likely to indicate *gangs* were *not at all a problem* in the local community around where they live.

- • 67% of Reserve component members indicated racial/ethnic harassment/discrimination occurs *less often* in military workplaces compared to civilian workplaces; 26% indicated *about the same*; and 8% indicated *more often*. This item was new in 2011.

  - – Significant differences between racial/ethnic groups:

    ○ White members were more likely to indicate racial/ethnic harassment/discrimination occurs *less often* in the military workplace.
    ○ Black members were more likely to indicate racial/ethnic harassment/discrimination occurs *more often* in the military workplace.

  - – Significant differences between components:

    ○ ANG and USAFR members were more likely to indicate racial/ethnic harassment/discrimination occurs *less often* in the military workplace.

  - – Significant differences between paygrades:

    ○ Senior officers were more likely to indicate racial/ethnic harassment/discrimination occurs *less often* in the military workplace.

- A little less than half of Reserve component members indicated that, for people of their racial/ethnic background, *freedom from discrimination* (45% - 12 percentage points higher than 2007) and *freedom from harassment* (44% - 11 percentage points higher than 2007) were *much better in the military* than in the *civilian world*.

  – Significant differences between racial/ethnic groups:

    ○ Asian members were more likely to indicate *freedom from discrimination* was *much better as a civilian*.
    ○ Asian members were more likely to indicate *freedom from harassment* was *much better as a civilian*.

  – Significant differences between components:

    ○ ANG members were more likely to indicate *freedom from discrimination* was *much better in the military*.
    ○ ANG members were more likely to indicate *freedom from harassment* was *much better in the military*.
    ○ USMCR members were more likely to indicate *freedom from harassment* was *much better as a civilian*.

  – Significant differences between paygrades:

    ○ Senior officers were more likely to indicate *freedom from discrimination* was *much better in the military*.
    ○ Senior officers were more likely to indicate *freedom from harassment* was *much better in the military*.

- 42% of Reserve component members indicated that, over the last 5 years, race/ethnic relations in our nation have gotten *better today*, whereas 16% indicated relations have gotten *worse today* (both unchanged from 2007).

  – Significant differences between racial/ethnic groups:

    ○ Asian members were more likely to indicate racial/ethnic relations in the nation have gotten *better today*.
    ○ Black members were more likely to indicate racial/ethnic relations in the nation have gotten *worse today*.

  – Significant differences between paygrades:

    ○ Junior enlisted members were more likely to indicate racial/ethnic relations in the nation have gotten *better today*.

  – There were no significant differences between components.

- 47% of Reserve component members indicated that, over the last 5 years, race/ethnic relations <u>in the military</u> have gotten *better today* (5 percentage points lower than 2007), whereas 4% indicated relations have gotten *worse today* (unchanged from 2007).

    – Significant differences between racial/ethnic groups:

        ○ Black members were more likely to indicate racial/ethnic relations <u>in the military</u> are *worse today*.

    – Significant differences between components:

        ○ USNR members were more likely to indicate racial/ethnic relations <u>in the military</u> are *better today*.

    – There were no significant differences between paygrades.

- Compared to the last five years, 51% of Reserve component members indicated racial/ethnic harassment and discrimination <u>in the military</u> occurs *less often*, whereas 4% indicated racial/ethnic harassment and discrimination occurs *more often*. This item was new in 2011.

    – Significant differences between racial/ethnic groups:

        ○ Hispanic members were more likely to indicate racial/ethnic harassment and discrimination occurs *less often*.
        ○ Black members were more likely to indicate racial/ethnic harassment and discrimination occurs *more often*.

    – Significant differences between components:

        ○ USNR members were more likely to indicate racial/ethnic harassment and discrimination occurs *less often*.
        ○ USAR members were more likely to indicate racial/ethnic harassment and discrimination occurs *more often*.

    – There were no significant differences between paygrades.

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Appendix A

Frequently Asked Questions
2011 Workplace and Equal Opportunity Survey of Reserve Component Members
Defense Manpower Data Center (DMDC)

The Defense Manpower Data Center (DMDC) Human Resources Strategic Assessment Program (HRSAP) has been conducting surveys of racial/ethnic issues for the military since 1996. HRSAP uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the Reserve component populations. To construct estimates for the 2011 Workplace and Equal Opportunity Survey of Reserve Component Members (*2011 WEOR*), DMDC used complex sampling and weighting procedures to ensure accuracy of estimates to the full Reserve component population. The following details some common questions about our methodology as a whole and the *2011 WEOR* specifically.

1. *What was the population of interest for the 2011 Workplace and Equal Opportunity Survey of Reserve Component Members (WEOR)?*

    The population of interest for the *2011 WEOR* consisted of:
    - Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR; Title 10 and Title 32), or Individual Mobilization Augmentee programs from the Army National Guard, U.S. Army Reserve, U.S. Navy Reserve, U.S. Marine Corps Reserve, Air National Guard, and U.S. Air Force Reserve;
    - Who had at least six months service at the time the questionnaire was first fielded;
    - Were below flag rank.

    Fielding of the survey began December 29, 2011 and ended on April 16, 2012.[1] Completed surveys were received from 15,641 eligible respondents. These survey responses were projected up to the full eligible Reserve component population of 801,887.

2. *The 2011 Workplace and Equal Opportunity Survey of Reserve Component Members (WEOR) uses "sampling" and "weighting." Why are these methods used and what do they do?*

    Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2011 WEOR*, this allows DMDC to generalize to the full population of Reserve component members that meet the criteria listed above. This methodology, covered in more detail in Q3 and Q4, meets industry standards used by government statistical agencies including

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[1] Data for U.S. Coast Guard Reserve were collected between May 7, 2012 and ended June 18, 2012. This data is not included in the Overview Report.

the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. DMDC subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).[2]

3. *Why don't the responses you received match the composition of the military population as a whole? For example, 11% of your respondents were Asian. How can you say your estimates represent the total Reserve component population when Asians make up 3.2% of the Reserve component force? Aren't the data skewed?*

The composition of the respondent sample (i.e., the surveys we receive back) is not always supposed to match the composition of the total population. This is intentional and is the most efficient design to make estimates for small subgroups (e.g., Asian). When conducting a large-scale survey, response rates vary for different groups of the population. These groups can also vary on core questions of interest to the Department of Defense, which can introduce "bias" to the data if not appropriately weighted. For example, if only a small percentage of responses to the *2011 WEOR* came from minority members, we may not get a good idea of the experiences for this group. In order to make more precise estimates for minorities, DMDC starts by oversampling known small reporting groups (e.g., Asian officers) and groups known to have low response rates. In order to construct accurate estimates weighted to the full population of military members, DMDC ensures during the sample design stage that we will receive enough respondents within all of the sub-groups of interest to make statistically accurate estimates. Many of these race groups comprise very small proportions of Reservists. This is the case with AIAN, NHPI, and those of Two or More Races. Therefore, DMDC sampled more of these races to gather adequate numbers in the sample. It is scientifically logical, and quite intentional, that proportionally more of these races would receive invitations to take the survey than other races in order for DMDC to accomplish this goal.

In general, this technique has a proven record of providing accurate estimates for total populations. Most recently, national election polls used responses from a small sample of individuals, typically around 2,000 or less, to accurately estimate to the U.S. voting population as a whole. A quick reference for this is on the website for the National Council on Public Polls Evaluations of the 2012 and 2010 elections.[3] In contrast, DMDC collected approximately 15,641survey responses to accurately estimate to the eligible Reserve component population of 801,887.

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[2] AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). DMDC has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

[3] Poll information is hyperlinked or can be found here for 2012: http://www.ncpp.org/files/Presidential%20National%20Polls%202012%200103%20Full.pdf . Those surveys which contain margins of error (MOE) were scientifically conducted and typically have lower error despite often having fewer respondents compared to the other surveys.

4. *Are these estimates valid with only a 25% response rate?*

Response rates to the *2011 WEOR* are consistent with response rate levels and trends for the previous 2007 Workplace and Equal Opportunity Survey of Reserve Component Members and other Reserve component and active duty surveys conducted by DMDC (see Q6). Experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates.[4] While non-response bias due to low response rates is always a concern, DMDC has knowledge, based on administrative records, of the characteristics of both survey respondents and survey non-respondents, and uses this information to make statistical adjustments that compensate for survey non-response. This important advantage improves the quality of estimates from DMDC surveys that other survey organizations rarely have.

DMDC uses accurate administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known distributions for key characteristics. Prior DMDC surveys provide empirical results showing how response rates vary by many characteristics (e.g., minority status and Service). DMDC uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., USAR, Black). After the survey is complete, DMDC makes statistical weighting adjustments so that each subgroup (e.g., USAR, E1-E3, and Black) contributes toward the survey estimates proportional to the known size of the subgroup.

5. *Is 25% a common response rate for other military or civilian surveys?*

Response rates of 25% or less are now common in large-scale military surveys. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to DMDC survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as DMDC to obtain accurate and generalizable findings with response rates lower than 30% (see Q6). Of note, DMDC has further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. This rich data, rarely available to survey

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[4] For example, Robert Groves, the former Director of the Census Bureau, stated, "…despite low response rates, probability sampling retains the value of unbiased sampling procedures from well-defined sampling frames." Groves, R. M. (2006). "Nonresponse Rates and Nonresponse Bias in Household Surveys." Public Opinion Quarterly, 70(5), pp. 646-675. http://poq.oxfordjournals.org/content/70/5/646.short

organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

6. *Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?*

The 2011 Health and Related Behaviors Survey, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the DMDC sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which "recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors."

7. *What about surveys that study the total U.S. population? How do they compare?*

In addition to the previously mentioned surveys on election voting (see Q3), surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the 2010 National Intimate Partner and Sexual Violence Survey, conducted by the Centers for Disease Control and Prevention, calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

8. *Some of the estimates provided in the report show "NR" or "Not Reportable." What does this mean?*

The estimates become "Not Reportable" when they do not meet the criteria for statistically valid reporting. This can happen for a number of reasons including high variability or too few respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

9. *How were the harassment and discrimination measures created and validated?*

The 1996 Equal Opportunity Survey (1996 EOS) provided estimates of racial/ethnic-related harassment and discrimination experienced by active-duty

military personnel and included items that tapped a limited set of antecedents and outcomes of such experiences. Survey questions were developed in consultation with subject matter experts and officials in the area of equal opportunity–including those in the federal, private, public, and military sectors; from an analysis of relevant literature–including reports and policy statements; from individual interviews with officials from organizations representing minority-group members in the military; and were adapted from existing military surveys (Elig et al., 1997).[5]

Items for the 1996 EOS were modified from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988[6]; Fitzgerald, Gelfand, & Drasgow, 1995[7]), a behavioral measure of sexual harassment, to reflect racial/ethnic-related harassment and discrimination. The SEQ was included in the 1995 Form B and subsequent gender and workplace relations surveys. Following item generation, the items were refined through an iterative process of pretesting and modification. A series of focus groups were conducted for these purposes and the items, particularly those pertaining to racial/ethnic-related harassment and discrimination, were pretested to ensure that they were realistic, tapped a range of racial/ethnic experiences, and were understood by respondents. A total of 305 military personnel from all five Services participated in more than 30 focus groups at nine installations located throughout the United States (Elig et al., 1997). The focus groups typically contained between seven to twelve members who were of the same racial/ethnic group and organizational level (e.g., Black officers) and group leaders who were from the same racial/ethnic group as the members. Following each focus group, modifications were made to the survey and tested in subsequent focus groups (Ormerod, Bergman, Palmieri, Drasgow, Juraska, 2001[8]). Confirmatory factor analyses were conducted to further validate the measure.[9]

The items constituting Racial/Ethnic Harassment and Discrimination were configured in various ways to represent a spectrum of perceived racial/ethnic harassment and discrimination experiences. These rates are reported as percentages, computed by dividing the number of respondents who match the

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[5] Elig, T. W., Edwards, J. E., & Reimer, R. A. (1997). *Armed Forces 1996 Equal Opportunity Survey: Administration, datasets, and codebook* (Report No. 97-026). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. AD A365 205).

[6] Fitzgerald, L. F., Shullman, S., Bailey, N., Richards, M., Swecker, J., Gold, Y., Ormerod, A. J., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. *Journal of Vocational Behavior, 32,* 152-175.

[7] Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology, 17,* 425-445.

[8] Ormerod, A. J., Bergman, M. E., Palmieri, P. A., Drasgow, F., Juraska, S. E. (2001, April). Structure of racial/ethnic harassment and discrimination in the military. In F. Drasgow (Chair), *Racial/ethnic discrimination and harassment: Methodology, measurement, and results.* Symposium presented at the annual meeting of the Society of Industrial Organizational Psychologists, San Diego, CA.

[9] Confirmatory factor analyses were conducted for these items using tetrachoric correlations (dichotomized responses) and diagonally-weighted least squares estimation. A tetrachoric correlation is computed as a measure of association between two dichotomous items. It is an estimation of the correlation that would be obtained if the items could be measured on a continuous scale. The reason for using a tetrachoric correlation is that the maximum Pearson product moment correlation is less than 1.0 for dichotomous variables with different base rates.
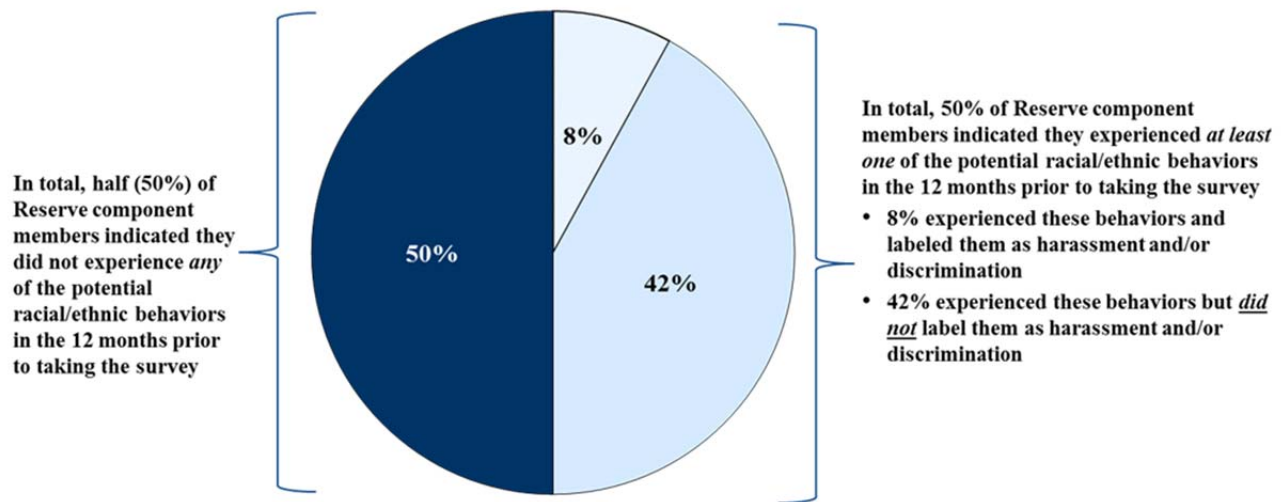
criteria for the measure (e.g., indicated that a behavior occurred at least once and labeled the behavior as harassment and/or discrimination) by the total number of respondents who completed surveys and were in the racial/ethnic group under consideration in the analysis.

10. *DMDC reports that 8% of the Reserve component members experienced racial/ethnic Harassment/Discrimination and then later states that 50% of Reserve component members experienced potential race/ethnicity-related behaviors. What is the difference between these two rates?*

In order to construct official prevalence rates for *Racial/Ethnic Harassment/Discrimination*, respondents must 1) indicate on the survey they experienced the race/ethnicity-related behavior and 2) label the experience as harassment and/or discrimination. Meeting these two criteria will result in inclusion in the official rates of racial/ethnic *Harassment*, *Discrimination*, overall *Harassment/Discrimination*, and each comprising factor within these rates. However, all 35 of the behaviors, regardless of whether the respondent labeled them as harassment/discrimination, should not occur in the military environment, are against DoD policy, and can be reported to a DoD authority. Therefore, the Department requests additional data on the population of Reserve component members who experience race/ethnicity-related behaviors, regardless of whether they label the behaviors as racial/ethnic harassment and/or discrimination. This more comprehensive data can often inform corrective actions and trainings.

Referencing the data, in 2011, 8% of Reserve component members indicated they experienced racial/ethnic *Harassment/Discrimination* in the DoD community in the 12 months prior to taking the survey. That is, they indicated experiencing racial/ethnic-related behaviors and labeled these experienced behaviors as harassment and/or discrimination. 42% of Reserve component members indicated experiencing at least one of the potential racial/ethnic behaviors in the 12 months prior to taking the survey, but did *not* label the behavior as harassment or discrimination. Therefore, overall, 50% of Reserve component members indicated they experienced at least one potential racial/ethnic behavior in the DoD Community *regardless of whether they labeled the behaviors as harassment/discrimination*. Figure 1 provides a visual of this breakdown.

Figure 1.
2011 One Situation of Racial/Ethnic Experiences

In total, half (50%) of Reserve component members indicated they did not experience *any* of the potential racial/ethnic behaviors in the 12 months prior to taking the survey

In total, 50% of Reserve component members indicated they experienced *at least one* of the potential racial/ethnic behaviors in the 12 months prior to taking the survey
- 8% experienced these behaviors and labeled them as harassment and/or discrimination
- 42% experienced these behaviors but *did not* label them as harassment and/or discrimination

11. **DMDC states that the 2011 scale for Discrimination includes a new subscale, Providers/Authority Discrimination, and that trends between 2007 and 2011 should be "interpreted with caution." What does this mean and to what extent did this additional subscale impact the estimates?**

DoD wanted to ensure the rates of *Discrimination* and *Harassment* reflect current policy and guidelines within the Department. Therefore, the 2011 rate includes this new subscale, *Providers/Authorities Discrimination*, in order to best reflect the experiences of members and the policies on racial/ethnic harassment/discrimination. The *2011 WEOR* found that 1% of Reserve component members indicated experiencing *Providers/Authorities Discrimination*. DMDC conducted analyses both with this subscale included and without it included, to determine if its inclusion impacted significant differences between 2007 and 2011 trending. The 2011 rate for racial/ethnic *Discrimination* for Reserve component members was 3% whether the *Providers/Authorities Discrimination* subscale was included or not. The overall 2011 rate for racial/ethnic *Harassment/Discrimination* was 8% with the inclusion of the *Providers/Authorities Discrimination* subscale and 7% without the inclusion of the subscale. However, whether or not the *Provider/Authorities Discrimination* subscale is included, the 2011 racial/ethnic *Harassment/Discrimination* rate is still significantly higher than 2007 (8% vs. 6% and 7% vs. 6%). In order to best serve our military members, the decision was made to include these known behaviors of racial/ethnic discrimination to more accurately reflect experiences of Reserve component members and to better help inform policy decisions.

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14. ABSTRACT

The Department of Defense (DoD) continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Reserve components. This overview report discusses findings from the 2011 Workplace and Equal Opportunity Survey of Reserve Component Members (2011 WEOR), a source of information for evaluating and assessing the race/ethnicity-relations environment in the Reserves. The 2011 WEOR is the second Reserve component survey on race/ethnicity-relations issues mandated by Title 10 U.S.C. 481(a)(2)(B).

This overview report and accompanying briefing provide information on the prevalence rates of racial/ethnic harassment and discrimination; and personnel policies, practices, and training related to racial/ethnic harassment and discrimination. The 2011 WEOR was fielded from December 2011 to April 2012.

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